

Research Scientist Supervisor II (Veterinary Sciences)

Essential Task Rating Results

1	Plan, organize, analyze, and direct scientific research studies of livestock and zoonotic diseases.
2	Plan, organize, analyze, and direct disease investigations of a broad scientific scope and complexity of livestock and zoonotic diseases.
3	Make independent decisions on routine and complex veterinary scientific problems.
4	Serve as advisors or consultants to other scientists conducting studies in the veterinary scientific field of expertise.
5	Provide scientific advice and guidance on livestock disease control, mitigation, surveillance, and eradication to the Department, other state, local, or federal agencies, and direct the integration of this information into the decision-making process.
6	Plan, organize, analyze, and direct disease mitigation, control, and eradication of livestock diseases of broad veterinary scientific scope and complexity.
7	Coordinate with professional staff from other state, local, or federal agencies to conduct highly specialized phases of a veterinary scientific project or investigation.
8	Adapt methods, techniques, and procedures to carry out assignments.
9	Direct the publication or presentation of veterinary scientific research or investigations to the Department, colleagues, academia, legislature, scientific experts, industry members, and the public.
10	Interpret scientific research and provide the results to others.
11	Provide administrative guidance and leadership for preparing the budget and organizing the staff for scientific research projects, emergency preparedness or response, or other difficult and complex activities.
12	Represent the Department in promoting, justifying, and coordinating veterinary scientific research.
13	Act as a veterinary science subject matter expert for the Department and livestock industry.
14	Maintaining knowledge, skills, and abilities of current veterinary science and technology,
15	Recommend State and national laws and develop rules, regulations, policies and procedures to control and eradicate livestock diseases, and zoonotic issues.
16	Design, conduct, analyze, and draw conclusions from research studies and scientific investigations in veterinary science, public health, environmental issues, food safety and security.
17	Use epidemiologic techniques requiring a complex understanding of the science, clinical, and laboratory aspects of livestock and zoonotic (transmission of disease between animals and humans) diseases.
18	Requires advanced knowledge in veterinary preventive medicine, food safety and security, toxicology, pathology, and laboratory animal medicine.
19	Conceive, design, apply, conduct and analyze scientific research or investigations involving the ecology of disease transmission through animals (domestic, wildlife, and laboratory), humans, food sources, and/or the environment.
20	Direct investigations of livestock disease outbreaks, environmental toxicology problems, and food borne illness outbreaks using scientific risk assessment procedures.
21	Direct the identification of the potential sources of infection and contamination in livestock disease outbreaks, environmental toxicology problems, and food borne illness outbreaks using scientific risk assessment procedures.
22	Oversee the control and eradication of livestock disease outbreaks, environmental toxicology problems, and food borne illness outbreaks using scientific risk assessment,

	scientific research on the source of infection, and the implementation of quarantines, biosecurity procedures, and eradication methods.
23	Administer statistical and surveillance techniques to analyze and draw conclusions from scientific investigations to understand the distribution and determinants to control and eradicate infectious agents.
24	Respond and participate in the incident command system during emergency disease control efforts in any location.
25	Supervise the collection of biological specimens from healthy, sick, injured, captured, or dead animals.
26	Exercise a high degree of initiative and independent judgment.
27	Oversee project plans to include risks, alternatives, deliverable deadlines, budgets, and resources needed to achieve program goals and objectives.
28	Oversee and/or prepare, review, and revise work plans including the development of goals, timelines, objectives, tasks, and identifying resources needed to complete projects to ensure policy, procedural, and regulatory compliance.
29	Provide technical expertise and recommendations in specialized areas to staff, management, and outside agencies to assist in the development and analysis of programs and projects.
30	Facilitate meetings to discuss information that is necessary for program research and/or to resolve issues pertinent to the area of research.
31	Coordinate the work of others in planning, organizing, and conducting studies, including program development and evaluation projects.
32	Confer and advise board members, other stakeholders, or other executive members on livestock health issues, activities, or to resolve problems.
33	Direct, plan, or implement policies, objectives, or activities to ensure continuing operations, and maximize efficient allocation of resources, or to increase productivity.
34	Determine work priorities, scope of assignments, and establish deadlines to ensure objectives are met effectively.
35	Prioritize the handling of problems or issues related to the progress of work projects or assignments to mitigate delays.
36	Conduct or oversee hiring to ensure adherence to Equal Employment Opportunity (EEO) regulations.
37	Provide oversight and/or serve on interview selection panels for vacant positions to decide or make recommendations to appointing authority on selection of individuals.
38	Administer the hiring of new employees into the work unit to fill vacant positions and ensure adequate staff levels and expertise.
39	Oversee the delegation and assign work to staff based on need in functional areas.
40	Comply with employee safety policies of the hiring agency including medical evaluations and the use of personal protective equipment.
41	Supervise the work of employees to ensure that it meets quality, quantity, and timeliness standards.
42	Adhere to collective bargaining agreements to ensure compliance in the course of supervising represented employees.
43	Identify and resolve employee performance problems by planning and implementing measures to improve employee performance.
44	Collaborate with Human Resources office and Legal office to determine the need for appropriate disciplinary action for employees to ensure satisfactory performance of employee.
45	Oversee the training of staff in data collection, analyses, and reporting using various methods (e.g., on the job training, presentation, peer feedback, formal training) to ensure

	accuracy, completeness, and consistency.
46	Oversee investigations and answer questions and complaints in response to various customer service needs by providing information, program updates, and explaining policies and procedures.
47	Assign and review letters, memos, and other correspondence using word processing and other software to approve, communicate, and disseminate information.
48	Write and review documents (e.g., white papers, issue briefs, technical briefs, fact sheets) that summarize the background, methods, results, conclusions and recommendations of studies, program development and evaluation projects for readers with varying degrees of technical expertise.
49	Read and interpret policy manuals, legislative guidelines, departmental manuals or other written materials related to relevant tasks or assignments.
50	Develop and deliver presentations to advise management, departmental staff, legislative bodies, governmental entities, commissions, agencies, and advocacy groups on the status of research projects.
51	Develop and deliver informative presentations on a variety of topics (e.g., research studies, demonstration projects, program evaluations, issues, and recommendations) at conferences and meetings to audiences with varying degrees of technical expertise.
52	Participate in training and conferences to develop and maintain knowledge, techniques, skills, theory and principles, statistical analyses, research design and methodology, and computer software.
53	Advise upper management on program related issues, including priorities, needed resources, and timelines.
54	Develop and implement immediate and long-range strategic planning.
55	Responsible for a moderate group of scientific and nonscientific staff composed of supervisors and nonsupervisors, typically totaling nine to fifteen professional State and/or contract employees.
56	Supervise and provide administrative guidance and direction to supervised personnel.
27	May act as a lead for group of peers.
58	Recruit, train, and supervise appropriate personnel.
59	Programs with high visibility requiring unique scientific expertise in which the incumbent has independent science-based decision-making responsibilities on a statewide level may supervise fewer personnel.
60	Conceive, plan, and conduct scientific research work of large scope on a statewide or national basis, that has extreme difficulty and complexity in unexplored areas of public health.
61	The results of their applied research are used in public health prevention and control programs.
62	Direct the development of proposed scientific research studies to evaluate new public health strategies if relevant information is not available.